LABOUR MARKET REPORT 2011-2012

Yukon Territory

A comprehensive review of labour market initiatives supported by Yukon Education Advanced Education Branch in 2011-2012.

MESSAGE FROM THE MINISTER

Dear Reader,

I am pleased to present the 2011-2012 Labour Market Report developed by Yukon Education's Advanced Education Branch.

This report serves to inform stakeholders and community members about the variety of labour market initiatives supported by the Advanced Education Branch. This includes initiatives delivered through each of the Branch's three units: Labour Market Programs & Services, Training Programs and Immigration.

The report also serves to recognize the educators, employers and service providers involved in delivering programs and services to more than 2000 Yukoners who pursued trades training, upgrading or skills development last year.

The report provides an overview of how more than $16 million dollars dedicated by the Government of Yukon and the Government of Canada was allocated to support adult training, post-secondary education and labour force development throughout Yukon. This is in addition to approximately $18 million dollars contributed annually to Yukon College for base and capital expenditures. In reviewing the report, you will learn of new initiatives that were introduced last year and receive updates on previously launched programs. You will read about success stories and the many Yukoners who are actively engaged in lifelong learning. You will also learn how we plan to address skills shortages—particularly those in rural Yukon where labour market challenges are unique—by working with key partners and stakeholders to train local residents for community based job opportunities.

The past year has had many highlights, but I would like to focus on the implementation of the Labour Market Framework. The framework's four strategies represent a map for labour market development in the areas of training and skills development, immigration, national and international recruitment, employee retention and labour market information. These strategies will guide the direction of labour market development in Yukon for the next ten years.

By recognizing the potential of all Yukoners and by providing further opportunities for skill development, Yukon Education's Advanced Education Branch will continue to foster a desire for and appreciation of lifelong learning so that all Yukoners may have the knowledge and skills needed to live meaningful, productive and rewarding lives.

I look forward to working with all of you in the years to come.

Sincerely,

Scott Kent,
Minister of Education

INTRODUCTION

Advanced Education provides education, training, employment and other services to prepare Yukoners for the labour force. We develop and implement programs by working closely with other Yukon Government departments, the federal government, business, labour organizations, Yukon College, First Nations, employment equity groups and other provincial/territorial jurisdictions.

Advanced Education Branch's main goal is:

> *to help create a Yukon that has an inclusive, adaptable and productive workforce that contributes to and strengthens the economy.*

Disseminating labour market information (like the information included in this Labour Market Report) is one way Advanced Education Branch is working towards that goal. The increased demand on budgets and corresponding requests for training have made it imperative to coordinate and plan with multiple stakeholders throughout Yukon. Advanced Education Branch hopes that this Labour Market Report will enrich that process.

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LABOUR MARKET STATISTICS

The Yukon Bureau of Statistics reports an average population of **35,246** in 2011. The majority of residents, or **27,237** people, reside in Whitehorse. The rest reside in 17 small rural communities, of which Old Crow is the only fly-in community.

Statistics Canada indicated that the average unemployment rate in the Yukon for 2011 was **5.3 per cent**. July and August of 2011 yielded the highest number of Yukoners in the labour force (20,600) and the highest number employed (19,600) for this fiscal year. The unemployment rate was at its lowest for the year in July at 4.4 per cent with 900 unemployed. (Statistics Canada - Table 282-0100, 2012)

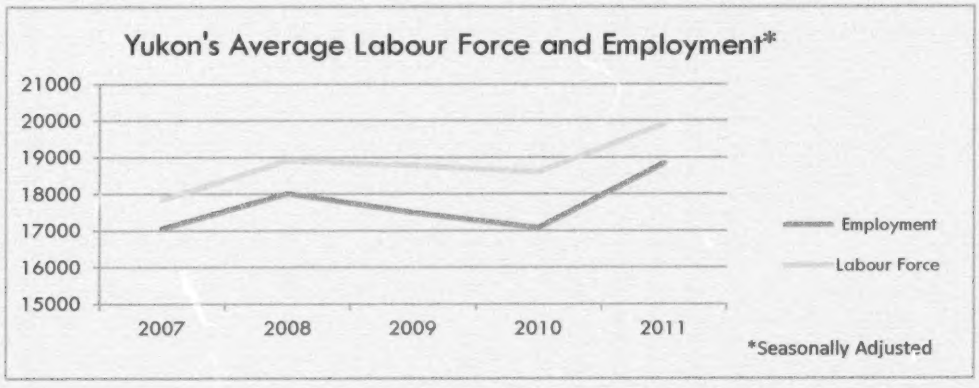
Sources

Both Statistics Canada and Yukon Bureau of Statistics generate Employment/Unemployment data on a monthly basis.

Statistics Canada has developed an interactive product known as ***CANSIM Table 282-0100*** detailing employment/unemployment data in Canada's north. The user can sort or select data by territory, age or gender and can select for seasonally adjusted. The user can also select the specific time frame for the search. This table can be found at:

http://www5.statcan.gc.ca/cansim/pick-choisir?lang=eng&p2=33&id=2820100

Yukon Bureau of Statistics issues a monthly Employment report and has available a number of products that allow users to acquire both current snapshots and trend information. For example, this information allows us to demonstrate a sharp increase in both labour force and available employment from 2010 to 2011.



This can be found on line at:

http://www.eco.gov.yk.ca/stats/stats_employment.html

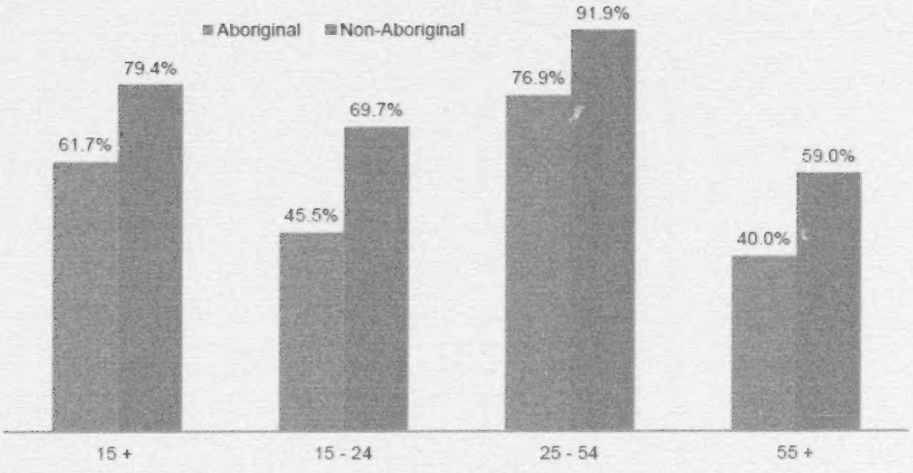
Under-represented Groups in the Labour Force

In 2011 the unemployment rate for women was generally lower than average (4.6%).

There was still a very high rate of unemployment amongst aboriginal Yukoners (17.2%).

Youth (15 to 24) have a lower participation rate than the 25 – 54 age group, as illustrated below.

Yukon Participation Rates by Age



As a result of the lower-than-average unemployment rate in Yukon, we are seeing increased program involvement from those groups identified as under-represented in the Labour Market Framework (outlined in the following pages). These groups are youth, aboriginal people, older workers, persons with disabilities and women in the trades. This creates a need for increased program flexibility, resulting in the large variety of programs offered by Yukon Education.

LABOUR MARKET FRAMEWORK (LMF)

In 2008, the Government of Yukon developed a Labour Market Framework for Yukon in partnership with our stakeholder groups. The Framework has four strategies to address Yukon's labour market issues to ensure a strong and diversified economy. Each strategy has a committee, which continues to work to further develop and implement their respective strategies and work plans. Each committee is comprised of labour market stakeholders including: business, industry, all levels of government (federal, territorial, municipal, and First Nations), non-governmental organizations, under-represented labour market groups and employees affected by labour market demands.

The four strategies are:

1) Comprehensive Trades Training and Skills Development,
2) Recruitment and Retention,
3) Immigration, and
4) Labour Market Information.

1) Comprehensive Skills and Trades Training Strategy (CSTTS)

The main goals of the CSTTS Committee are to ensure training opportunities are available for all Yukon people to adapt effectively and efficiently to changing skills, knowledge, and abilities and to facilitate and improve learning and employment transitions.

Some of the progress made by the CSTTS Stakeholders:

- *Advanced Education Branch – Community Training Fund:* Community Training Funds (CTF) represent one mechanism by which the goals of the labour market framework are achieved. CTF funds employment training opportunities for Yukoners across the territory, and in a variety of economic sectors. See page 12 for more information on CTF and examples of recently funded projects.
- *Advanced Education Branch (AEB) – GENIE:* AEB continues to develop and implement a web-based project and participant management system named Genie. As of the end of March 2012, Genie was in full development with implementation planned for August 17, 2012. When implemented, the entire Labour Market Development Agreement (LMDA) program as well as participant process and results reporting will be contained in the same database.
- *Association franco-yukonnaise (AFY) – Service d'Orientation et de Formation des Adultes (SOFA):* Through SOFA, AFY's Employment Counselling and Training Program, AFY offers a program to meet the training needs of the francophone community and Health professionals. SOFA also works to improve literacy skills for disadvantaged people striving to join the labour force.
- *Employment Central (EC) – Case Management:* From January 2011 to October 2012 86 clients were approved for programs which include Skills Development and Targeted Wage

Subsidy and Self Employment. Through 2011 and 2012, 88 employers contacted EC for information and 44 contracts were signed to provide work experiences to clients returning to the labour market. From January 2011 to the end of October 2012, EC has had job orders from 1384 employers. They have placed job ads to fill 3803 positions. EC was aware of 1384 clients being placed into positions.

- *Learning Disability Association of Yukon (LDAY):* LDAY programs support adult training in Yukon in order to meet the needs of adults with learning disabilities. LDAY also works directly with clients and collaborates with other service providers to improve their program clients' employability. LDAY undertook organization evaluation in 2011/12 to assess the effectiveness of its programs and services; on-going assessment continues in order to ensure LDAY meet its goals and objectives.
- *Northern Safety Network Yukon (NSNY):* In 2011, 34 companies received their Certificate of Recognition (COR) representing 27 per cent of the total number of COR received by companies in Yukon. We have seen an increase of 40 to 50 per cent in student numbers over the last year with programs such as the Yukon Traffic Control Person often resulting in graduates gaining employment. Skills-based training which combines theory and practical components sustains various industry sectors and provides transferable skills.
- *Volunteer Yukon:* For 2011-2012, Volunteer Yukon organized four training workshops on organizational capacity for a total of 73 participants. Seventy nine per cent of participants reported that their knowledge increased as a result of the training. In 2011-2012, Volunteer Yukon funded seven organizations for a total contribution of $47,500.
- *Yukon College – Heavy Equipment Technician Program:* An objective to deliver enhanced training programs was satisfied by Yukon College's delivery of the Heavy Equipment Technician (HET) program in 2011-12. Nine registered students completed the program. Coupled with the seven students in the current intake of HET, Yukon College has significantly increased the number of available entry level workers in the Mechanics field.
- *Yukon College – Northern Adult Basic Education (NABE):* Yukon College identified with stakeholders priorities for the NABE project for the next four and a half years. A strategy comprised of five themes (assessment, skills for employment, College Preparation, Case Management and Life Skills) was developed. ABE instructional teaching and course material was developed for on-line access and distribution.
- *Yukon College – Northern Institute of Social Justice (NISJ):* Between April 1, 2011 and March 31, 2012 the NISJ delivered training to 496 participants, working in a variety of fields primarily in governments and non-government organizations. Partnerships were solidified to deliver trainings on FASD, the Healing Process and on the Police Review Report Recommendations.
- *Yukon Literacy Coalition (YLC):* Learning Circles was a key program for participant inmates at Whitehorse Correctional Centre in 2011-2012. Participants improved their essential skills and were encouraged to plan for life after jail, including education or employment. Because

of the success of the Learning Circles, YLC has applied for additional funding to continue this pilot with a substantive evaluation embedded in the program.

2) Recruitment and Retention Strategy

The Strategy's goals are to facilitate Yukon employers' abiiity to recruit and retain suitable, skilled employees.

Some of the progress made by the Recruitment and Retention Strategies Stakeholders:

- *Advanced Education Branch – Yukon Community Profiles Website:* Since January 2011, AEB worked with a steering committee composed of stakeholders to update the current Yukon Community Profiles website, which was developed in 2004. The project's intent is to disseminate labour market and service information for Yukon communities and assist local businesses and governments with recruitment, while improving access to information for immigrants, tourists and career/job planners. The updated website is expected to launch in early 2013.
- *Association franco-yukonnaise – Destination Canada:* For the sixth consecutive year, AFY participated in Destination Canada, an international job fair in France and Belgium. Four delegates, including one employer, attended and met with more than 500 potential immigrants, both francophone and bilingual. One hundred and twenty of these interested people remain in contact with the association. In 2011-12, four people settled down in Yukon and four others came for an exploratory visit.
- *Challenge: The Bridges Employ Abilities Program:* Bridges started in 2010, with its first intake finishing in February of 2011. The program is now on its fifth intake, working in partnership with AEB. One very successful outcome was the establishment of Volunteer Week, developed to give participants an opportunity to gain work experience and provide services to local non-profit organizations, including: Habitat for Humanity, Mae Bachur Animal Shelter, Whitehorse Food Bank and others. Challenge has also partnered with many local service providers, including: Yukon Human Rights Commission, Yukon Workers' Compensation Health and Safety Board, St. John's Ambulance, and Yukon Tourism Education Council. Over 40 participants received program training.

3) Immigration Strategy

Advanced Education Branch (AEB), in collaboration with labour market stakeholders involved in the immigration committee, developed the 2010 Immigration Strategy to support a responsive and sustainable approach to Yukon immigration. The committee's goal is to assist immigration service providers and to facilitate the dissemination of relevant policies and programs changes.

Some of the progress made by the Immigration Strategy stakeholders:

- *Advanced Education Branch – Foreign Qualification Recognition:* AEB signed an agreement with the Government of Alberta's International Qualification Assessment Services (IQAS) group and conducted research on potential bridging programs. In 2012-2013, AEB will establish a Foreign Qualification Working Group in partnership with stakeholders.
- *Advanced Education Branch – Temporary Foreign Worker (TFW) Program:* The TFW Annex provides Government of Yukon with mechanisms to assist employers who need to hire seasonal and short term foreign workers and a more responsive TFW program to meet local labour market needs. The government has identified Tourism and Oil and Gas occupations as industry occupations that could be exempt from the requirement to obtain a Labour Market Opinion (LMO).
- *Advanced Education Branch – Yukon Nominee Program (YNP):* YNP continues to respond to industry and business labour force needs by helping employers fill a variety of skilled and semi-skilled jobs. Between April 1, 2011 and March 31, 2012,92 applications were approved through the Program, of which 17 were Skilled Workers and 75 were Critical Impact Workers. The Yukon Nominee Program also helps ensure the provision of settlement services to all newcomers.
- *Advanced Education Branch – Immigration Portal:* This program provides client groups with reliable and current online information, tools, and services to facilitate their social and economic integration into Canadian and Yukon society.
- *Association franco-yukonnaise – Secteur Immigration:* AFY collaborated actively with Yukon College and the Yukon Multicultural Centre to promote multiculturalism and cultural diversity in Yukon. As well, a second Immigration Forum was organized and attracted more than 40 participants.
- *Employment Central (EC):* The number of immigrants using EC services increased over the last 2 years. EC is discussing with AEB a proposed program to assist Immigrants searching for work in Canada. Under this proposal, AEB would fund the individuals' applications to have their foreign credentials assessed by the International Qualifications Assessment service (IQAS). The proposal also requests EC case management services for any Immigrant applying for this IQAS funding.
- *Yukon College- Cultures Connects:* Since the beginning of 2012, Yukon Cultures Connect is funded by a two-year multiculturalism grant from Citizenship and Immigration Canada, and is driven by stakeholders from cultural associations and First Nations. Yukon Cultures

Connect was conceived as a way to address the multicultural awareness needs of public institutions, private-sector businesses, and future professionals to insure the successful social and professional integration of immigrants.

4) Labour Market Information (LMI)

Advanced Education Branch (AEB), in collaboration with stakeholders involved in the LMI committee, developed the 2010 LMI Strategy *to provide relevant and timely labour market information for users to make informed decisions regarding the labour market in Yukon.*

Some of the progress made by the Labour Market Information Strategy stakeholders:

- *Association franco-yukonnaise – Direction Yukon and RDEE-Yukon:* AFY redesigned its website Direction Yukon (www.direction-yukon.ca) as a portal to encourage potential Francophone immigrants and migrants to come live and work in Yukon. With regular updates, the website links users to Le Yukon en Français, a Facebook page with regular updates on economic, social and cultural news. RDEE-Yukon has also sent out 10 newsletters on economic development and labour market outlooks to partners, local employers, and community members.
- *Advanced Education Branch – WorkFutures Website:* In September 2011, AEB contracted a team to develop content for the upcoming WorkFutures website. The website will replace the WorkFutures book as an interactive online guide to career opportunities in Yukon. The website provides general information about the Yukon labour market as well as in-depth profiles for 100 jobs to help individuals make informed career decisions. Career profiles include information such as; working conditions, required education, and employment prospects. In addition WorkFutures provides further details on 20 featured careers, including podcasts made by local employees describing why they love their jobs. The launch of the website is anticipated for spring of 2013.
- *Advanced Education Branch – Yukon Skills Table:* The Yukon Skills Table is a cross-sectoral initiative started in 2011 and made up of representatives from Industry/Business; First Nation Governments; Non-government Organizations and Yukon government. The Yukon Skills Table supports the implementation of the Labour Market Framework; particularly the need to address Labour Market Information gaps in Yukon. In the summer of 2012, the Yukon Skills Table recommended four proposals to Human Resources and Skills Development Canada (HRSDC) to fund four Labour Market Information projects: Demand Study, Supply Study, LMI Portal Study and a Migration Study.
- *Economic Development – Yukon Occupational Modeling System (YOMS):* YOMS is a system capable of processing forecasts of work sectors in demand though macroeconomic variables. Developed by Economic Development, YOMS was explained to LMF stakeholders during the LMI Workshop held last April. Economic Development explained the methodology used by the system and some of the key findings processed by the most accurate variables available. Advanced Education Branch (AEB) will continue to release key YOMS findings once a year through the LMF LMI Committee meetings.

- *Volunteer Yukon:* NonProfitNet (305 registers from Yukon) and ArtsNet, Volunteer Yukon network (221 Whitehorse non-profit organizations) provided useful information from Volunteer Yukon, Yukon and Canadian agencies, to all staff and volunteers working and volunteering for non-profit organizations.
- *Yukon Bureau of Statistics – LMI Environmental Scan Report:* Working with support from local stakeholders and invested federal entities, AEB engaged Yukon Bureau of Statistics to conduct an environmental scan of Labour Market Information for Yukon. The primary goal was to examine, from a Yukon perspective, the current state of Labour Market Information. Ultimately, a better understanding of needs and gaps will provide insights that can be used to direct changes and enhancements to LMI. Consequently, this environmental scan will assist AEB in directing the next steps in LMI expansion and enrichment for Yukon and its stakeholders.
- *Yukon Council on Disability – Yukon Disability Employment Strategy:* The Yukon Council on Disability made positive progress towards developing and implementing a Yukon Disability Employment Strategy (YDES) during the 2011-12 project year. The early successes of the Six Steps to Success Conference have been translated into a tangible Action Plan to extend the wider labour market development strategy to include people with disabilities. The YDES project responded to the stakeholders consulted by developing a comprehensive, sector-leading website at www.wheredisabilityworks.ca to serve as an information and communications hub for all user groups.

Implementation and Evaluation:

AEB hosted a workshop on Logic Models and Evaluation in May 2011 to share with LMF stakeholders a proposed evaluation method. Evaluation is essential to determine whether an initiative is efficient and effective in realizing its stated desired results. During the fall, the chairs of the four LMF committees and representatives from AFY, CYFN and Multicultural Centre of the Yukon composed the Evaluation Plan Steering Committee. Their main task was to review the design of an evaluation plan organized through an integrated logic model. The LMF Evaluation Plan was adopted by LMF stakeholders in August 2012. To assist LMF stakeholders to evaluate their programs, Advanced Education Branch (AEB) organized two workshops: The Integrated Logic Model was offered in June 2012 and the Survey Design Workshop in October 2012.

LABOUR MARKET AGREEMENT (LMA)

The Canada-Yukon Labour Market Agreement (LMA) was signed in July 2009. Under this Agreement, Canada makes annual investments in Yukon for five years, ending March 31, 2014. This funding provides an opportunity for Yukon to augment its current efforts to support the development of Yukon's labour market. The estimated amount of Canada's contribution to Yukon for fiscal year 2011-2012 was $994,000. Yukon Education's AEB administers funding for the LMA.

Canada-Yukon Multi Year Plan:

The four priority areas included in the Canada-Yukon LMA Multi-Year Plan are:

- Labour Market Information
- Training and Skills Development
- Recruitment
- Retention

These priority areas are consistent with the new *Labour Market Framework for Yukon*.

Labour Market Priorities:

Priorities continue to focus on members of the following groups who may face multiple barriers and require additional supports to enable participation in Yukon's labour market: social assistance recipients, persons with disabilities, older workers, youth, First Nations, women in trades and immigrants. Members of these groups may lack work experience and be disadvantaged in comparison with workers who recently lost their job but have the skills and experience to participate in the labour force.

Unemployment rates are higher in rural Yukon than in Whitehorse and among aboriginal people compared to non-aboriginal people. To address this, AEB is focusing on First Nations capacity building and on rural projects that support labour market attachment.

Initiatives to support increased participation in Yukon's labour market continue to be implemented in the tourism and hospitality sectors. Mineral exploration, mining, construction and highway maintenance are also key areas where training and skills development can provide opportunities for unemployed and under-employed Yukoners to engage in the labour market.

Performance Results:

Fiscal year 2011-2012 was the third year of implementation of the LMA. In addition to developing and implementing new programming for individuals, communities and employers, Yukon continues to work on enhancing administrative and data collection systems and processes to meet the accountability requirements of the agreement.

In 2011-2012, Canada's contribution to Yukon under the LMA was $994,000. Yukon's total program expenditures for 2011-2012 were $912,271. These expenditures supported 342 eligible beneficiaries to participate in labour market programming through direct supports and projects which were fully funded or partially enhanced by LMA dollars.

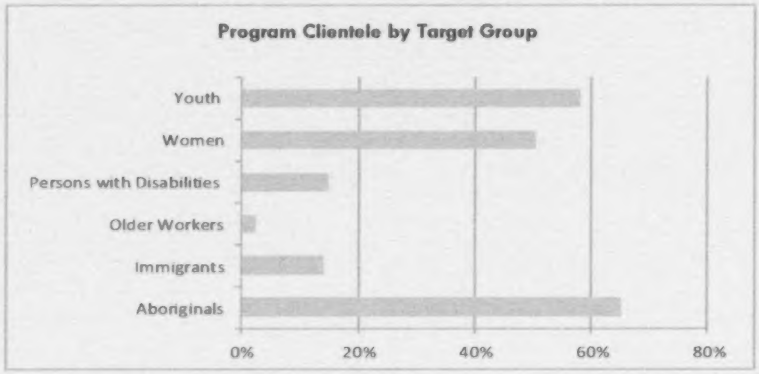
The following chart outlines key activities funded under the LMA in 2011-2012.

Project Name	Organization	Number of Participants
Adult LD/ADHD Employability	Learning Disabilities Association of	32

Services	Yukon (LDAY)	
BRIDGES Employability Program	Challenge Community Vocational Alternatives	18
Education and Employment Training Program	Kwanlin Dün House of Learning in Partnership with Yukon College	60
Human Resources Advisor Training	Ta'an Kwäch'än Council	1
Montana Mountain Trail Building Skill Training Program	Carcross Tagish Development Corporation	5
Skills & Trades Exploration Program	Kwanlin Dün First Nation	12
Yukon Tourism Education Council, Ready to Work	Department of Tourism and Culture, Yukon Government	42
Youth Employment Centre	Skookum Jim Friendship Centre	162
Youth Training Project	Cabin Fever Adventures	10

TARGET GROUPS

Each of the 342 individuals supported through the LMA represented one or more target groups: 198 youth, 172 women, 50 persons with disabilities, 7 older workers, 47 immigrants and 222 aboriginals.



FIRST NATION CAPACITY BUILDING and RURAL PROJECTS

The priority of First Nation capacity building was evident in 2011-2012 with 65 per cent of all clients self-identifying as aboriginal. Aboriginal clients were supported through a variety of programs delivered in Whitehorse as well as Yukon communities. Of the nine key programs offered, two were delivered in rural communities: Montana Mountain Trail Building was offered in Carcross and Cabin Fever Adventures' Youth Training Project included canoeing on the Big Salmon River and hiking in the Pelly Mountains before ending in Carmacks.

TOURISM and HOSPITALITY

Two key programs provided skill development to support increased participation in the tourism and hospitality sector. Cabin Fever Adventures promoted increased capacity among First Nation youth for involvement in the wilderness tourism industry of Yukon and Yukon Tourism Education Council's Ready to Work program prepared immigrants and new entrants for employment in Yukon.

MINERAL EXPLORATION, MINING, CONSTRUCTION and HIGHWAY MAINTENANCE

Kwanlin Dün First Nation's Skills and Trades Exploration Program provided Kwanlin Dün citizens with an introduction to a variety of trades including carpentry, welding, electrical, plumbing and small engine repair. The program was a first step for citizens interested in careers in mineral exploration, mining, construction and highway maintenance.

Success Stories

READY TO WORK:

The Yukon Tourism Education Council (YTEC) is having a positive impact on the lives of immigrants and individuals who are new to the workforce through the delivery of Ready to Work in conjunction with Canadian Workplace Essentials.

Ready to Work provides individuals with the skills, attitudes and knowledge to be successful in the Canadian workplace. The program assists in removing barriers to finding and keeping employment while teaching newcomers to Canada the skills that are necessary for successful integration into the Canadian workplace.

> "Ready to Work really made me 'ready to work.' Thanks." - Ready to Work student

BRIDGES EMPLOYABILITY PROGRAM:

Challenge, a local non-profit organization, is having a real impact on the lives of persons with disabilities and marginalized individuals facing barriers to employment through the delivery of their BRIDGES EmployAbility Program, funded through the Labour Market Agreement (LMA).

BRIDGES provides skill development and work experience to persons with disabilities, in particular youth transitioning from high school to work, individuals with mental health issues and those not presently receiving employment supports. The initiative strives to build on participant strengths and learning styles to create a successes to develop self-esteem.

BRIDGES uses a parallel stream approach to deliver work readiness training practiced and reinforced through hands on vocational training. Participants have the opportunity to choose between kitchen skills training and wood shop training.

> "This program saved my life." - Kitchen Skills participant

YOUTH EMPLOYMENT CENTRE (YEC):

The Youth Employment Centre, partially funded by LMA, provides employment support to Yukon youth ages 15 to 30. YEC is delivered through the Skookum Jim Friendship Centre, a non-profit organization committed to a vision of bettering the wellbeing of First Nations peoples. The program offers a variety of services to assist youth with their transition to employment such as funding for work gear, pre-employment training, subsidized work placements and employment supports. Supports include resume writing, interview preparation, and, when possible, transportation. The success of YEC clientele demonstrates the positive impact that opportunity and non-judgmental support can have on youth.

The majority of YEC clients have very little work experience, a limited support system and some struggle with addictions. Many do not have a career path in mind; they just need a job. With the support of case managers and the opportunity of a work placement many youth find increased self-confidence, begin to set goals for themselves, and find success in the workplace.

> "I found out that I enjoy being around young children, and enjoy teaching them new things. I learned that I have more patience than I thought and I found myself laughing more. We are really fortunate to have this program in the Yukon. This is a really big eye opener for youth who are trying to get their lives back on the right path. Thank you for having the Youth Employment Centre and for helping me."
>
> Youth Employment Centre client

LABOUR MARKET DEVELOPMENT AGREEMENT (LMDA)

The Canadian-Yukon Labour Market Development Agreement (LMDA) was signed on July 8, 2009. Under this Agreement, Yukon assumes an expanded role in the design and delivery of labour market development programs and services in Yukon, to benefit clients within the scope of Part II of the Employment Insurance *(EI) Act*. The Agreement also provides for cooperative arrangements between Canada and Yukon to reduce overlap and duplication, and to harmonize and coordinate the delivery of respective employment programs and services. This agreement replaces the existing co-managed agreement signed in 1998, under which the federal government retained responsibility for design and delivery of EI-funded Employment Benefits and Support Measures.

This agreement enables Yukon to provide programs and services to unemployed participants eligible for Employment Insurance. The agreement provides Yukoners with training and employment supports to enhance their skills and to find, obtain and maintain employment.

Yukon Benefits and Support Measures are designed to provide EI Part II programs to unemployed individuals requiring assistance to return to the labour force. Benefits to individuals include skill development, self-employment and work experience. Support measures provide funding to address labour market or human resource needs.

EMPLOYMENT ASSISTANCE SERVICES (EAS)

Funding is provided to organizations to assist unemployed individuals who are eligible to work in Canada. Services may include job finding assistance, resume writing, labour exchange, employability assessment, including case management, the development of return to work action plans, and career decision-making.

SKILLS DEVELOPMENT (SDEB)

Funding is provided to unemployed, insured participants who lack skills required to participate in the labour force. Through this benefit, individuals are trained and able to re-enter the workforce. Apprenticeship training is included in this benefit and registered apprentices may obtain supports while attending approved training for their trade.

SELF-EMPLOYMENT (SE)

The Self-Employment Program provides funding to eligible insured participants to assist in starting a business. Living supports and self-employment expertise delivered through a service provider are eligible costs under this program. Individuals complete a feasibility plan and business plan reviewed by business experts in order to become self-sufficient in the labour market through self-employment.

TARGETED WAGE SUBSIDY (TWS)

Targeted wage subsidy is provided to eligible participants who lack work experience in the labour market. Supports are provided to an employer to assist with the wages of individuals who might otherwise not be hired because of their lack of work experience. Eligible participants must be insured participants. Priority will be given to employers who have operated existing businesses for one year or more.

JOB CREATION PARTNERSHIP (JCP)

Job Creation Partnerships provide assistance to businesses or organizations that provide work experience to eligible participants through activities that provide a community benefit and are not the normal activities of the business or organization. Although this activity is not considered insured employment under the E.I. Act, the benefits are both to the individual and the community.

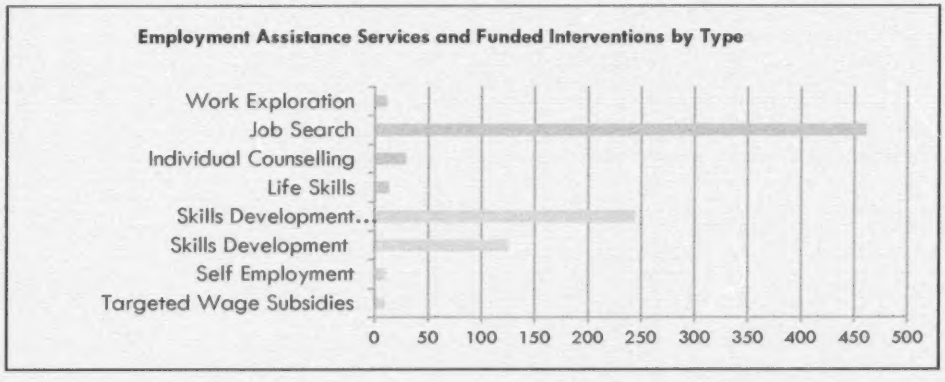
LABOUR MARKET PARTNERSHIP (LMP)

Through stakeholder involvement, Labour Market Partnerships provide assistance to help support strategic investments for the purpose of addressing labour market issues including human resource issues that exist in our labour market.

In 2011-2012, Canada's contribution to Yukon under the LMDA was $3,537,000. Yukon's total program expenditures for 2011-2012 were $3,527,882, of which $1,200,000 went to tuition costs for apprentices and skill development training at Yukon College. These expenditures supported a total of 902 client interventions.

Client interventions can consist of Employment Assistance Services (EAS) and/or Funded Interventions. 514 clients received EAS while 388 clients received funding.

The most common intervention was Job Search Assistance which was provided to 461 clients, followed by Skill Development which was provided to 244 apprentices and 125 non-apprentices. For more details on interventions, refer to the chart below.



Of the 902 LMDA clients who were involved in an intervention in 2011-2012, 263 gained employment within the same fiscal year. These 263 individuals do not include apprentices, as they are normally employed before and after their schooling due to the nature of their trade.

In addition to assisting unemployed, EI-eligible participants, Yukon continues to work on the design and development of a new case management database, *Genie*, which will enhance its administrative and data collection systems and processes. The new database launched in August 2012.

COMMUNITY TRAINING FUNDS

The Community Training Funds (CTF) initiative is a successful and proven method to address the training needs of Yukoners. Advanced Education Branch funds training in three different streams: 1) community, 2) sector and 3) project.

Community-Based Training Funds:

Community-based training funds are designed to put decisions about training in the hands of those best equipped to understand those needs: the communities themselves. Community–based training funds are managed by regional committees which may include representation from the local municipal government, First Nation government, Yukon College community campus and from the community at large. In 2011/2012, there were seven Community Training Funds:

- Association of Yukon Communities
- Pelly/Carmacks Training Fund
- Champagne Aishihik/Haines Junction Training Fund
- Campbell Region Training Fund
- Klondike Region Training Fund
- Watson Lake Training Fund
- Silver Trail Training Fund

Sector-Based Training Funds:

Sector-based training funds are designed to assist specific sectors to meet the training needs of industries that are important to the Yukon economy. Sector funds are hosted by sector organizations and managed by committees made up of representatives with expertise in the sector. In 2011/2012 there were five Sector training funds:

- Cultural Industries Training Fund
- Environmental Training Fund
- Heritage Training Fund
- Tourism Industry Association Training Fund
- Non-Governmental Organization Training Fund

Project Training Funds:

Project-based training funds respond to immediate and specific training needs based on proposals that demonstrate a labour market need. Projects vary from year to year. In 2011/2012 the following sixteen projects were funded:

Project Name	Organization
Yukon Women in Trades and Technology	Yukon Women in Trades and Technology
Destination Canada	Association Franco-Yukonnaise
Adult French Language Training (SOFA)	Association Franco-Yukonnaise
Hairstyling Pre-Apprenticeship Program	Individual Learning Centre
Skills Canada Yukon	Skills Canada Yukon
Territorial Skills Competition	Skills Canada Yukon
Marketing Strategy Implementation (Phase 1) and Database Development	Yukon Learn Society
English as a Second Language and Integration Services	Yukon Tourism Education Centre (Multicultural Centre of Yukon)
Under the Big Top Training Seminar	Yukon Childcare Association
Yukon College - Dual Credit Pilot - Academic Stream	Yukon College
Pelly Campus Essential Skills Food Prep Course	Yukon College – Pelly Crossing Campus
Enhanced Language Training	Yukon College
Heavy Equipment Mechanic Pre-Employment Program	Yukon College
Millwright Pre-Employment Program	Yukon College
Survey Technician Pre-Employment Program	Yukon College
Training Initiative for Older Workers Program (TIOW)	Yukon College

Project Highlights

YUKON WOMEN IN TRADES AND TECHNOLOGY:

YWITT works to educate girls, women, and employers in Yukon about the benefits of trade careers for women. Program highlights include the Young Women Exploring Trades Career Fair for 120 grade 8 girls, the Cool Tools trades program for high school students, school visits and various adult engagement activities.

INDIVIDUAL LEARNING CENTRE – HAIR-STYLING PRE-EMPLOYMENT PROGRAM:

This three year program, with two intakes, is designed to re-engage participants in secondary school, increase their employability skills, specifically in the hairstyling trade, and help them graduate from grade 12. Completion of this program represents two of the four years needed for a hairstylist apprenticeship.

YUKON COLLEGE – ENHANCED LANGUAGE TRAINING:

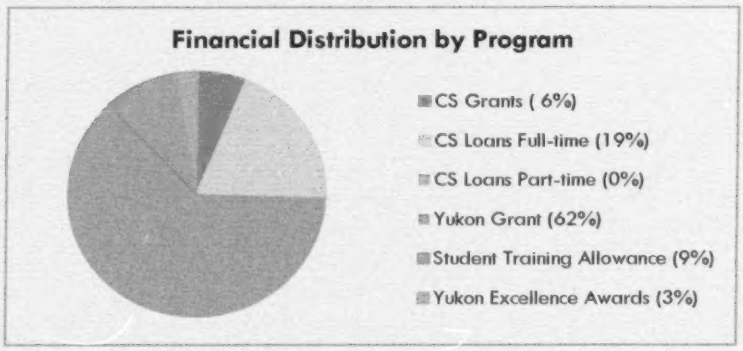
This program is designed to help Canadian newcomers improve their English language and employability skills. Program highlights include listening, speaking, reading and writing skills; Canadian workplace culture and communication; employment interview techniques; and two-week work experience placements.

SKILLS CANADA YUKON – TERRITORIAL SKILLS COMPETITION:

This event helps Skills Canada Yukon engage with Yukon youth to promote trades and technology as first-choice career options. The event is held biennially and typically has over 1000 students in attendance to compete or participate in hands-on demonstrations of skilled trade activities. Competitions and demonstrations involve a wide variety of disciplines including small engine repair, plumbing, pipe fitting, pottery, welding, hairstyling, culinary arts, and much more.

STUDENT FINANCIAL ASSISTANCE (SFA)

The Student Financial Assistance Unit administers several programs to assist students in pursuing post-secondary education: Yukon Grant, Student Training Allowance, Yukon Excellence Awards, Canada Student Loans and Grants and a variety of scholarships.



In the 2011/2012 academic year $5,838,891.00 was awarded through SFA programs.

Yukon Grant

The Yukon Grant supports students' full-time attendance at designated post-secondary institutions throughout Canada and in other countries. Students and/or parents must meet residency criteria and, in most cases, students must have completed two years of secondary school in Yukon to be eligible to receive the Yukon Grant. Students can receive the grant for a maximum of five years. In 2011/12, students were eligible to receive:

Tuition	$525
Books	$162
Living Allowance	$1,049

After their first year of funding, students must maintain an average of 65% in their studies in order to receive the full amount of grant in subsequent years. Students who do not maintain a 65% average receive 60% of the above amounts.

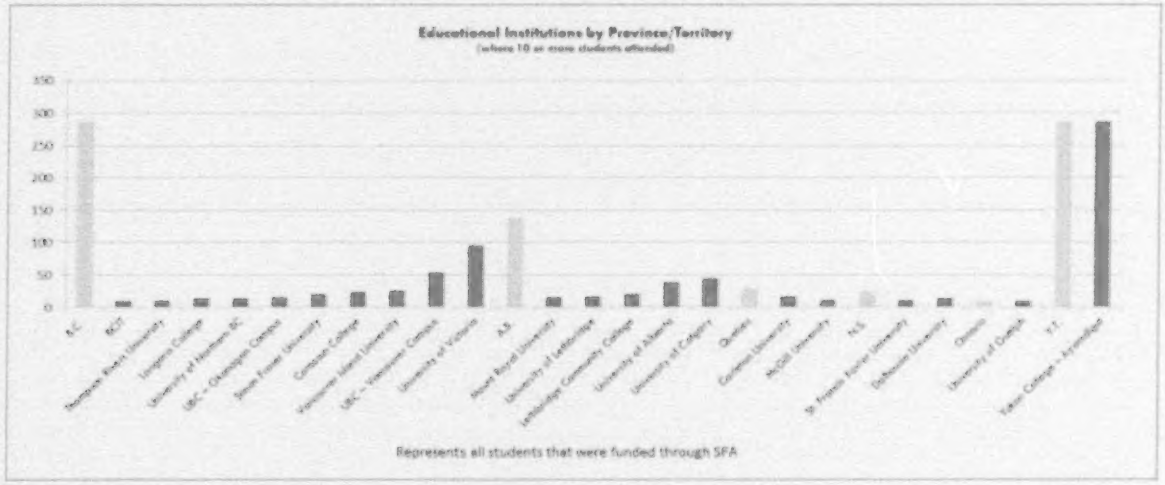
In addition, students who attend a designated institution outside of Yukon receive $1,800 for travel costs. Students who must travel from a rural Yukon community are also eligible for a travel allowance.

Student Training Allowance

The Student Training Allowance is provided to students who attend Yukon College. Students must be in full-time studies for at least three weeks and must have resided in Yukon for two years prior to their classes commencing. In the 2011/12 academic year students were eligible for:

Single Student	$ 97/week
Student with 1 dependent	$139/week
Student with 2 dependents	$162/week
Student with 3 dependents	$182/week
Student with 4 or more dependents	$203/week

Students who must travel from a rural Yukon community are eligible for a travel allowance. If they are required to maintain a second residence while studying they are also eligible to receive an additional $78/week.



Yukon Excellence Awards

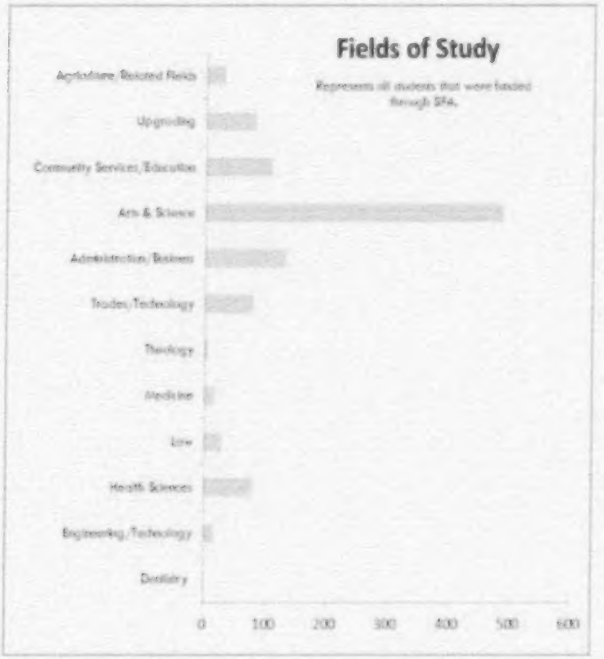
All resident Yukon students who achieve a score of 80% or higher on semester-end or year-end Yukon Achievement Tests or B.C. Provincial Exams in a Yukon school are eligible for a Yukon Excellence Award. Awards vary according to subject and may be used towards the cost of tuition, compulsory fees, and/or books.

Canada Student Loans and Grants

Yukon Government administers a variety of loans and grants on behalf of the federal government to support Yukon students' participation in post-secondary education.

Canada Student Loan for full-time studies

Students can apply for a maximum of $210 per week of study at a designated post-secondary institution. The actual amount students receive is based on their assessed financial need.



Canada Student Loan for part-time studies

Students with demonstrated need can receive up to $10,000 (lifetime limit) to support their part-time studies.

Grant for students from low-income families

Students who are eligible for a Canada Student Loan and have less than the annual income threshold determined by Canada are eligible to receive $250 per week for full-time studies and $1,200 per year for part-time studies.

Grant for students from middle-income families

Students who are eligible for a Canada Student Loan and have less than the annual income threshold determined by Canada are eligible to receive $100 per week for full-time studies.

Grants for students with dependents

Students who have dependents and are eligible for a Canada Student Loan are also eligible to receive $200 per month for each child under the age of 12 while in full-time studies. Students who are in part-time studies who have two dependents are eligible to receive $40 per week. If a student has three or more dependents they are eligible for $60 per week.

Grants for students with permanent disabilities

Students who have an assessed permanent disability can receive $2,000 per year. If special services or equipment are also required, students can also receive up to $8,000 per academic year to assist with these costs.

STUDENT EMPLOYMENT / TRADE SCHOOLS

Student Training and Employment Program (STEP)

STEP provides a wage subsidy to government and private employers for the hiring of Yukon post-secondary students in their chosen fields of study. Employers gain financial assistance to train and hire workers and Yukon students gain valuable summer work experience and on-the-job training.

For the 2011 season, employers applied for funding to subsidize 202 positions. Of those applications, 120 were approved, resulting in 51 private sector and 52 government positions. The total budget for 2011 was $368,000.

Job survey respondents were 60% female, 75% in the 20-29 age group, and 10 identified themselves as First Nations. When asked to rate their over-all satisfaction with the STEP Program, 59% gave it a 5 out of 5 rating and 31% a 4 out of 5 rating.

When asked whether they would have hired a student without the wage subsidy, 76% of government employers said no; 80% of private employers said without STEP they would not have hired a student.

STEP employers included municipalities, First Nations, non-profit societies, private companies in a variety of economic sectors, and Yukon Government departments. STEP jobs include everything from Adventure Camp Coordinator for a private company to Youth Program Coordinator for the Executive Council of the Yukon Government. STEP students work in Yukon Communities and in Whitehorse and they travel around the territory performing mining, surveying, engineering, nursing, education, research and other tasks.

Student Career Placement Program (SCP)

SCP helps Yukon young people gain job skills while promoting community development. Non-profit, public or private sector employers are offered wage subsidies for projects which offer training or work experience and benefit their communities.

In 2011, applications for 97 subsidized positions were submitted and 53 were approved for funding. Non-profit societies hired 17 young people, eight jobs were approved for private companies, municipal government and First Nation positions numbered 28. The total budget for 2011 was $114,500.

A majority of the funding went to communities outside of Whitehorse. Dance instructor, music festival coordinator, canoeing guide, and heritage worker were among the positions funded by SCP in 2011.

Trade Schools

4 Trade Schools renewed their registrations under the Trades School Act.

- Mile 918 Driver Education: 180 students
- Polar Group ICT: 2 students
- Yukon Tourism Education Council: 301 students
- Whitehorse Air Services: 0 students

APPRENTICESHIP AND TRADESPERSON CERTIFICATION

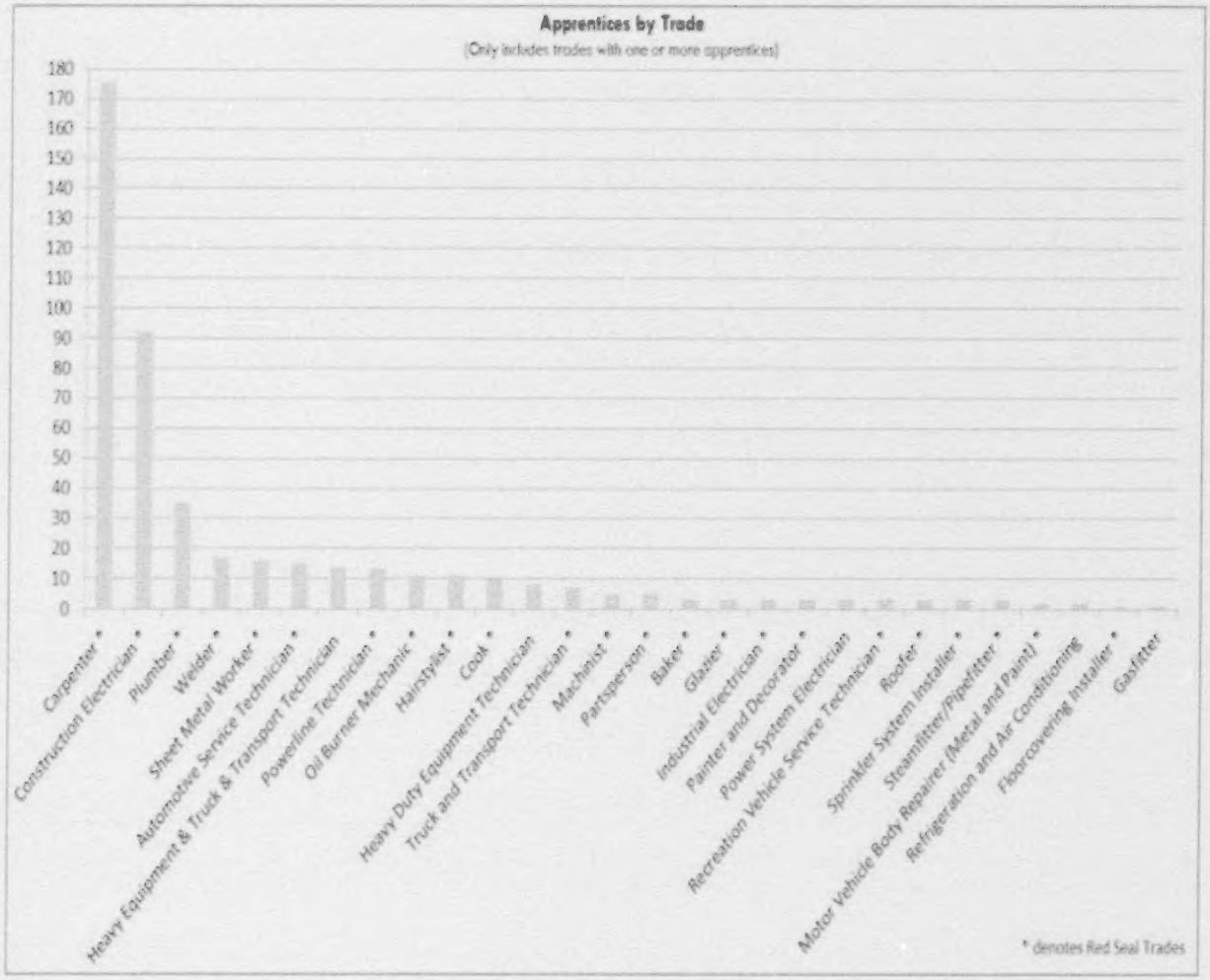
There are 48 designated trades in Yukon, 34 of which are eligible for Red Seal endorsement. The Red Seal endorsement confirms a nationally recognized industry-based competency. Many employers require a Red Seal endorsement when hiring a journeyperson.

Registered Apprentices in 2011	579
First Nation Apprentices	19%
Female Apprentices	10%
Total Apprentices Certified	75
Apprentices Certified with Red Seal Endorsement	67
Total Trade Qualifiers certified	19
Trade Qualifiers Certified with Red Seal Endorsement	17
Apprentices who attended school	182

There are two ways in which someone can become a certified journeyperson in Yukon: Apprenticeship training or Tradesperson Qualification.

Apprenticeship

Apprenticeship is a training program combining both on-the-job and in-school technical training. Employers provide apprentices with hands-on trade experience under the supervision of a certified journeyperson. Advanced Education Branch (AEB) provides for the registration, monitoring, arrangement of in-school technical training, and coordination of an individual's apprentice training in any of the apprenticeship occupations in Yukon. To be eligible to enter into an apprenticeship, Yukon residents must be at least 16 years of age and meet the academic requirements for the particular trade. Most trades require a minimum of grade 10, Heavy Equipment related trades require a minimum grade 11, and Electricians require a minimum grade 12. The length of apprenticeship varies by trade. For example, a Hairstylist is required to work a minimum of 2 levels at 1800 hours each and attend 2 levels of in-school technical training; an Electrician is required to work a minimum of 4 levels at 1800 hours each and attend four levels of technical training.



Trade Certification

Trade Certification is a pathway for individuals who have gained the required trade experience, but have not been able to access certification through a formal apprenticeship program. It also provides to those individuals who hold trades certification from other jurisdictions in Canada or other countries an avenue to gain Yukon certification. Trade Qualifiers must prove at least 1.5 times the required hours for an apprenticeship before being eligible to challenge the certification exam.

OTHER LABOUR MARKET INITIATIVES

Advanced Education Branch (AEB), along with the administration of labour market, student financial assistance and apprenticeship programs, is also involved in various other related initiatives.

Literacy

AEB recognizes the important role literacy plays in the ability of Yukoners to capitalize on training and employment opportunities and to be successful in their communities, work and personal lives. AEB meets often with Yukon literacy stakeholders and participates on several national Council of Ministers of Education, Canada (CMEC) literacy committees and initiatives to ensure relevant programming and policies.

> "Literacy is a person's ability to understand and use information and basic technology in daily activities at home, school, work and in the community in an attempt to reach personal goals and develop individual potential."
>
> ABC Life Literacy Canada

AEB works with a number of literacy groups and providers to develop and deliver a variety of literacy activities and programs, to promote literacy and essential skills, and deliver relevant training opportunities.

Yukon's main literacy service provider is Yukon Learn Society, which received operational expenses funding totalling $275,000 in 2011-2012. Yukon Learn's mandate is to promote and provide free adult literacy services throughout Yukon through a network of volunteer tutors, various special projects, and collaboration with other literacy stakeholders.

Yukon Learn is also supported through Community Training Funds for various special projects and in the development and implementation of their Strategic Plan, most recently with their marketing strategy implementation and database development work.

Community Training Funds also contribute to other organizations to support literacy in Yukon, including Yukon College's Enhanced Language Program, Association de Franco-Yukonnaise's Adult French Language Training, and Yukon Tourism Education Council's English as a Second Language programming.

Licensed Practical Nurse (LPN) Program

Yukon government realizes the need to train and recruit health professionals to meet local labour market demand. The LPN program offered at Yukon College (Ayamdigut Campus) allows Yukoners to receive this level of education without having to leave the territory. The Labour Market Programs and Services Unit administered a funding contribution in the amount of $744,000 to Yukon College to deliver the LPN program from August 2010 to May 2012.

This 18-month program is transferable and students may pursue a registered nursing program at an accredited institution.

An evaluation of this program in 2011 demonstrated its effectiveness with all 13 students enrolled receiving their Yukon College diplomas in May 2012.

Yukon Research Centre

The development of a Yukon Research Centre provides an opportunity for Yukon College to strengthen itself as a leader in northern research, technology and innovation. The centre, located at the Yukon College (Ayamdigut Campus), is dedicated to Yukon-based research on climate change adaptation and the development and commercialization of cold climate technologies that address the needs of northerners and their communities.

The centre contains six different program areas: the Northern Research Institute, the Yukon Cold Climate Innovation Centre, the Yukon Technology Innovation Centre, the Northern Climate ExChange, Yukon Innovators in the Schools, and the Social Economy Research Network of Northern Canada.

The Labour Market Programs and Services Unit administered a funding contribution of $2.092 million to Yukon College to cover the costs associated with the delivery of the centre's program activities from April 2010 to March 2012.

Northern Institute of Social Justice (NISJ)

The NISJ is located at the Yukon College (Ayamdigut Campus) and was created to better meet the training, education and research needs of Yukoners working in social and justice positions throughout the territory, including Yukon Government, First Nations governments and non-profit as well as private organizations. The institution supports an integrated social justice system that reflects diverse cultures and traditional values.

Below are just a few examples of training that took place in 2011/2012:

- Core Competencies of FASD;
- Trauma Training for the nursing program students;
- Correctional Officer Qualification Training;
- Managing Response to Threat and Aggression; and
- Regulatory Enforcement Compliance Training.

The Labour Market Programs and Services Unit administers a funding contribution in the amount of $1.354 million to Yukon College to cover the costs associated with the delivery of the institute's programs and services from April 2010 to November 2013.

School of Visual Arts (SOVA)

In 2005, the Dawson City Arts Society, Yukon College and the Tr'ondëk Hwëch'in First Nation entered into an agreement of co-operation to develop and implement a one-year university level Visual Arts Foundation Year Program that is transferable to certain educational institutions outside Yukon.

The SOVA has been delivering this program since 2007 in Dawson City next to the community college campus. Fifteen students successfully completed the visual arts program in spring 2012 and went on to further their education in the arts, or in other fields of study.

The Labour Market Programs and Services Unit administered a funding contribution in the amount of $948,000 to Yukon College to cover the costs associated with the delivery of the Visual Arts Foundation Year Program from July 2010 to June 2012.